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# Indicators of The Status of Women in TEIGA (Affirmative Action Program)



Ministry of  
Treasury and  
Economics

Ontario

Central  
Statistical  
Services



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**Indicators of  
The Status of Women in  
TEIGA**  
(Affirmative Action Program)



Central  
Statistical  
Services



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Statistical Summary  
and  
Comparisons  
1976–77 and 1977–78





A. Distribution by Number

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DISTRIBUTION OF TEIGA PERSONNEL BY SEX  
1976-77 to 1977-78

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	1976-77		1977-78*		Percentage Change 1976-77 to 1977-78
	No.	%	No.	%	
Total	622	100.0	605	100.0	- 2.7
Male	332	53.4	317	52.4	- 4.5
Female	290	46.6	288	47.6	- 0.7
Male/Female Ratio	1.1:1		1.1:1		

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- . Regular staff strength decreased by 2.7 percent from 622 to 605.
- . The proportion of female employees increased slightly from 46.6 percent to 47.6 percent. However, the male/female ratio did not change.

\* As of March 31, 1978 excluding senior list employees.



B. Distribution by Position Level

OCCUPATIONAL PATTERN BY LEVEL - MEN AND WOMEN  
1976-77 AND 1977-78

Occupational Level	1976-77		1977-78		Percentage Change
	No.	%	No.	%	1976-77 to 1977-78
<u>Managerial/Supervisory</u>					
Total	133	100.0	124	100.0	- 6.8
Male	105	78.9	94	75.8	- 10.5
Female	28	21.1	30	24.2	+ 7.1
<u>Professional/Technical</u>					
Total	267	100.0	256	100.0	- 4.1
Male	186	69.7	176	68.8	- 5.4
Female	81	30.3	80	31.2	- 1.2
<u>Secretarial/Clerical</u>					
Total	214	100.0	221	100.0	+ 3.3
Male	37	17.3	43	19.5	+ 16.2
Female	177	82.7	178	80.5	+ 0.6
TOTAL*	614	100.0	601	100.0	- 2.1
MALE	328	53.4	313	52.1	- 4.6
FEMALE	286	46.6	288	47.9	+ 0.7

\* Excluding senior list employees and a small number of operational positions.

- . The total number of managerial/supervisory employees decreased by 6.8 percent while the number of female employees in this occupational level increased by 7.1 percent. The male/female ratio has changed from 3.8:1 to 3.1:1
- . The total number of professional/technical staff decreased by 4.1 percent. Although the number of male employees in professional/technical positions decreased by 5.4 percent, there was hardly any change in the proportion of men in this occupational level. In 1977-78, 27.8 percent of female employees were in professional/technical positions compared to 28.3 percent in 1976-77.
- . The number of male secretarial/clerical employees has increased by 16.2 percent from 37 to 43. As a result, the male/female ratio has changed from 1:4.8 to 1:4.1.



C. Distribution by Salary

SALARY DISTRIBUTION BY SEX  
1976-77 TO 1977-78

	Total		Male		Female	
	No.	%	No.	%	No.	%
1976-77:						
6,000 - 11,999	159	25.6	25	7.5	134	46.2
12,000 - 17,999	146	23.5	53	16.0	93	32.1
18,000 - 23,999	125	20.1	87	26.2	38	13.1
24,000 - 29,999	119	19.1	101	30.4	18	6.2
30,000 - 36,999	63	10.1	56	16.9	7	2.4
37,000 +	10	1.6	10	3.0	-	-
	622	100.0	332	100.0	290	100.0
1977-78:						
6,000 - 11,999	142	23.5	27	8.5	115	39.9
12,000 - 17,999	139	23.0	42	13.3	97	33.7
18,000 - 23,999	98	16.2	56	17.7	42	14.6
24,000 - 29,999	112	18.5	90	28.4	22	7.6
30,000 - 36,999	98	16.2	86	27.1	12	4.2
37,000 +	16	2.6	16	5.0	-	-
	605	100.0	317	100.0	288	100.0

- . The number of women earning less than \$12,000 has decreased by 14.2 percent (from 134 to 115).
- . The percentage of women earning under \$12,000 decreased from 21.5 percent of total staff to 19 percent while the percentage of men earning less than \$12,000 increased from 4 percent to 4.5 percent of total staff.
- . The number of women earning between \$12,000 and \$17,999 has increased by 4.3 percent while the number of men in this salary range has decreased by 20.8 percent.
- . More than three times as many women than men earn less than \$18,000. In 1976-77, 78.3 percent of female staff and 23.5 percent of male staff were earning under \$18,000. By 1977-78, 73.6 percent of women employees and 21.8 percent of male employees were earning less than \$18,000.
- . While the number of women earning between \$18,000 and \$23,999 has increased by 10.5 percent from 38 to 42, the number of men in this salary range has decreased significantly by 35.6 percent (from 87 to 56).
- . The number of men earning more than \$18,000 decreased from 254 to 248 although the percentage increased slightly from



40.8 percent to 41 percent of total staff. The number and percentage of women earning over \$18,000 rose from 10.1 percent to 12.6 percent of total staff (or from 63 to 76).

- . The number of women earning more than \$30,000 increased from 7 to 12, but at the same time the number of men earning in excess of \$30,000 rose from 66 to 102.





D. Hiring and Promotions

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HIRING AND PROMOTION  
1976-77 TO 1977-78

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	1976-77	1977-78	Percentage Change 1976-77 to 1977-78
<u>Hiring</u>			
Total	69	71	+ 2.9
Male	24	27	+ 12.5
Female	45	44	- 2.2
<u>Promotions</u>			
Total	80	81	+ 1.3
Male	37	36	- 2.7
Female	43	45	+ 4.7

---

- . Hiring and promotional activity did not change significantly in 1977-78. The proportion of women hired decreased from 65.2 percent to 62 percent of hires; the proportion of women who received promotions increased from 53.8 percent to 55.6 percent.
- . In 1977-78, 79.5 percent of the women hired were in the secretarial/clerical series and 20.5 percent were in the professional series. Of male new hires, 25.9 percent were in the secretarial/clerical series and 74.1 percent were in the professional series.
- . In 1977-78, 57.8 percent of women's promotions were in the secretarial/clerical series compared to 13.9 percent of men's promotions.



E. Distribution by Occupation

OCCUPATIONAL DISTRIBUTION OF TEIGA PERSONNEL BY  
SEX AND CLASSIFICATION, 1976-77 to 1977-78

	1976-77		1977-78		Percentage Change
	No.	%	No.	%	1976-77 to 1977-78
<hr/>					
<u>General Services</u>					
Total	214	100.0	218	100.0	+ 1.9
Male	39	18.2	45	20.6	+ 15.4
Female	175	81.8	173	79.4	- 1.1
Male/Female Ratio	1:4.5		1:3.8		
<u>Scientific and Technical</u>					
Total	6	100.0	5	100.0	- 16.7
Male	4	66.7	3	60.0	- 25.0
Female	2	33.3	2	40.0	--
Male/Female Ratio	2:1		1.5:1		
<u>Administrative and Social Services</u>					
Total	402	100.0	382	100.0	- 5.0
Male	289	71.9	269	70.4	- 6.9
Female	113	28.1	113	29.6	--
Male/Female Ratio	2.6:1		2.4:1		

- . The number of males employed in the General Services category increased from 39 to 45 or by 15.4 percent while the number of females declined from 175 to 173, a decrease of 1.1 percent. As a result of these changes, there was a small decrease in occupational segregation in this category.
- . The Scientific and Technical category has become occupationally integrated.
- . There was no change in the number of women in the Administrative and Social Services category but the number of men in this category decreased by 6.9 percent (from 289 to 269).



F. Distribution by Selected Occupations

OCCUPATIONAL DISTRIBUTION BY SEX FOR SELECTED  
OCCUPATIONS, 1976-77 to 1977-78

	1976-77		1977-78		Percentage Change
	No.	%	No.	%	1976-77 to 1977-78
<u>Economists</u>					
Total	178	100.0	166	100.0	- 6.7
Male	125	70.2	114	68.7	- 8.8
Female	53	29.8	52	31.3	- 1.9
Male/Female Ratio	2.4:1		2.2:1		
<u>Financial Officers</u>					
Total	72	100.0	73	100.0	+ 1.4
Male	58	80.6	56	76.7	- 3.4
Female	14	19.4	17	23.3	+ 21.4
Male/Female Ratio	4.1:1		3.3:1		
<u>Program Executives</u>					
Total	29	100.0	26	100.0	- 10.3
Male	27	93.1	24	92.3	- 11.1
Female	2	6.9	2	7.7	--
Male/Female Ratio	13.5:1		12:1		
<u>Clerk General (2-5)</u>					
Total	97	100.0	110	100.0	+ 13.4
Male	22	22.7	24	21.8	+ 9.1
Female	75	77.3	86	78.2	+ 14.7
Male/Female Ratio	1:3.4		1:3.6		

- . The number of female economists decreased by 1.9 percent while the total number of economists decreased by 6.7 percent. The proportion of economists that are female increased slightly from 29.8 percent to 31.3 percent.
- . The number of financial officers that are female has increased by 3 while the number that are male has decreased by 2. The male/female ratio has changed from 4.1:1 to 3.3:1.
- . While the number of women who are program executives has remained constant, the number of men who are program executives has decreased by 11.1 percent.
- . There was an increase of 14.7 percent in the number of clerks general that are female. Occupational segregation increased slightly in this category.



G. Staff Training and Development

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PARTICIPATION IN STAFF TRAINING AND  
DEVELOPMENT, 1976-77 And 1977-78

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Type of Course	1976-77			1977-78		
	Male	Female	%Female	Male	Female	%Female
Managerial and Supervisory	25	25	50.0	32	20	38.5
Interpersonal/Personal	6	57	90.5	115	102	47.0
Secretarial/Clerical Skills	1	9	90.0	--	8	100.0
Technical/Professional	131	90	40.7	72	74	50.7
Total*	163	181	52.6	219	204	48.2

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\* Figures exclude participation in conventions and conferences.

- . Overall course participation increased by 23 percent (from 344 to 423).
- . Although the number of women participating in staff training and development increased from 181 to 204, the percentage declined from 52.6 to 48.2 percent.
- . The number of women taking management/supervisory courses declined from 25 to 20 and their participation rate decreased from 50 percent to 38.5 percent.
- . The number of persons who attended interpersonal/personal courses increased significantly from 63 to 217. However, female representation at these courses dropped from 90.5 percent to 47 percent.
- . There was a decrease of 33.9 percent in the number of people taking technical/professional courses. Although the number of women taking these courses decreased from 90 to 74, their representation increased to 50.7 percent.





H. Contract Staff

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DISTRIBUTION OF TEIGA CONTRACT STAFF BY SEX  
1976-77 to 1977-78

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	1976-77		1977-78		Percentage Change 1976-77 to 1977-78
	No.	%	No.	%	
Total	109	100.0	103	100.0	- 5.5
Male	51	46.8	49	47.6	- 3.9
Female	58	53.2	54	52.4	- 6.9
Male/Female Ratio	1:1.1		1:1.1		

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- . The number of contract staff has declined from 109 to 103, a decrease of 5.5 percent.
- . More women than men are employed as short-term unclassified while the same number of men and women are employed as full-time unclassified.

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TEIGA CONTRACT STAFF\* 1977-78

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	Short-Term Unclassified		Long-Term Unclassified	
	No.	%	No.	%
Total	51	100.0	52	100.0
Male	23	45.1	26	50.0
Female	28	54.9	26	50.0
Male/Female Ratio	1:1.2		1:1	

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\* As of March 31, 1978



Indicators



TABLE 1  
NUMBER OF TEIGA STAFF

YEAR	% FEMALE	% MALE
1973-74*	45.8	54.2
1974-75	46.1	53.9
1975-76	45.6	54.4
1976-77	46.6	53.4
1977-78	47.6	52.4

\* December 1973



1. NUMBER OF TEIGA STAFF

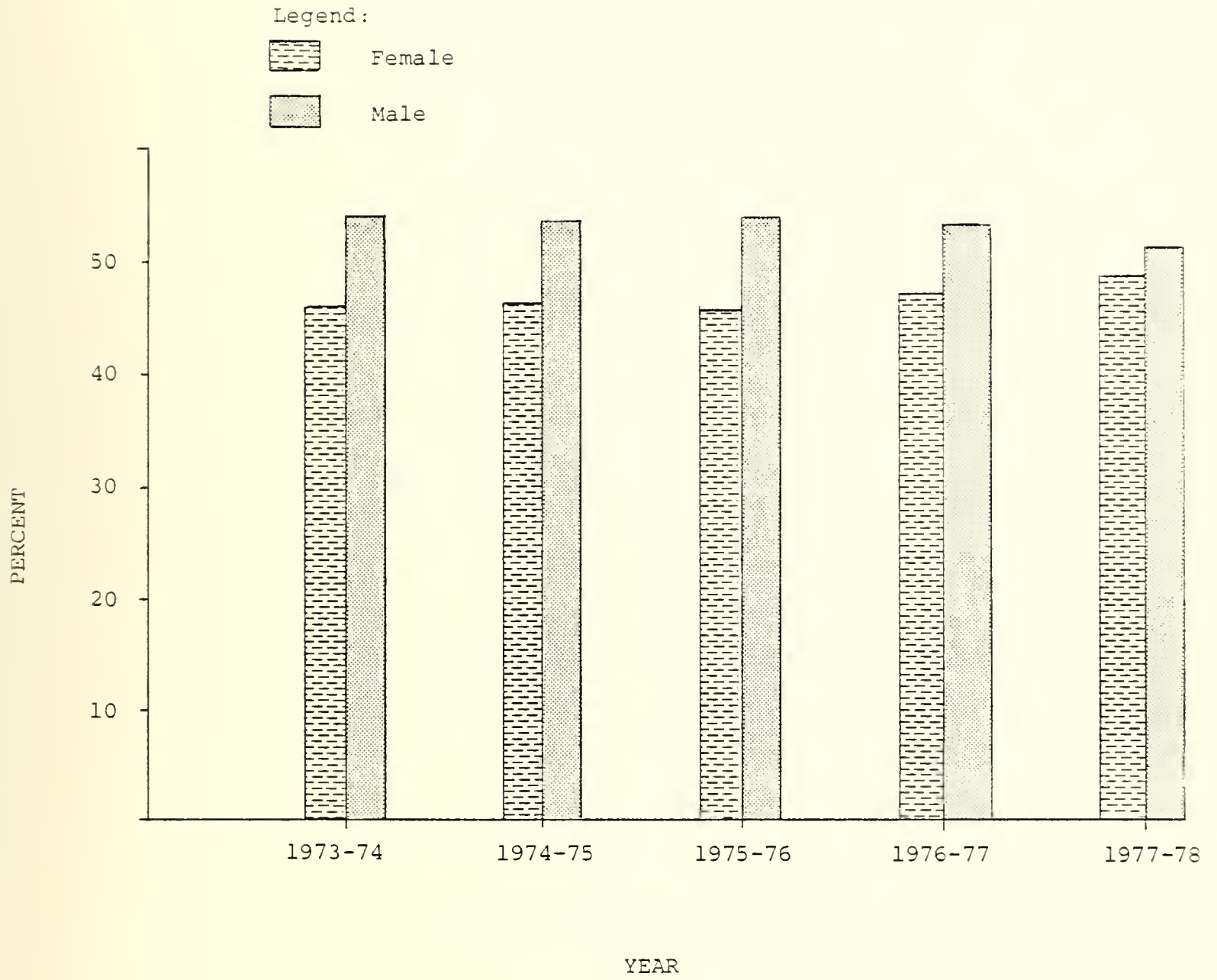






TABLE 2

OCCUPATIONAL DISTRIBUTION

YEAR	Economists		Financial Officers		Program Executives		Clerk General	
	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male
1973-74*	24.3	75.7	16.4	83.6	--	100.0	73.2	26.8
1974-75	22.3	77.7	16.4	83.6	5.5	94.5	80.8	19.2
1975-76	24.2	75.8	21.6	78.4	9.3	90.7	81.9	18.1
1976-77	29.8	70.2	19.4	80.6	6.9	93.1	77.3	22.7
1977-78	31.3	68.7	23.3	76.7	7.7	92.3	78.2	21.8

\* December 1973



## 2. OCCUPATIONAL DISTRIBUTION

Legend:

..... Female

——— Male

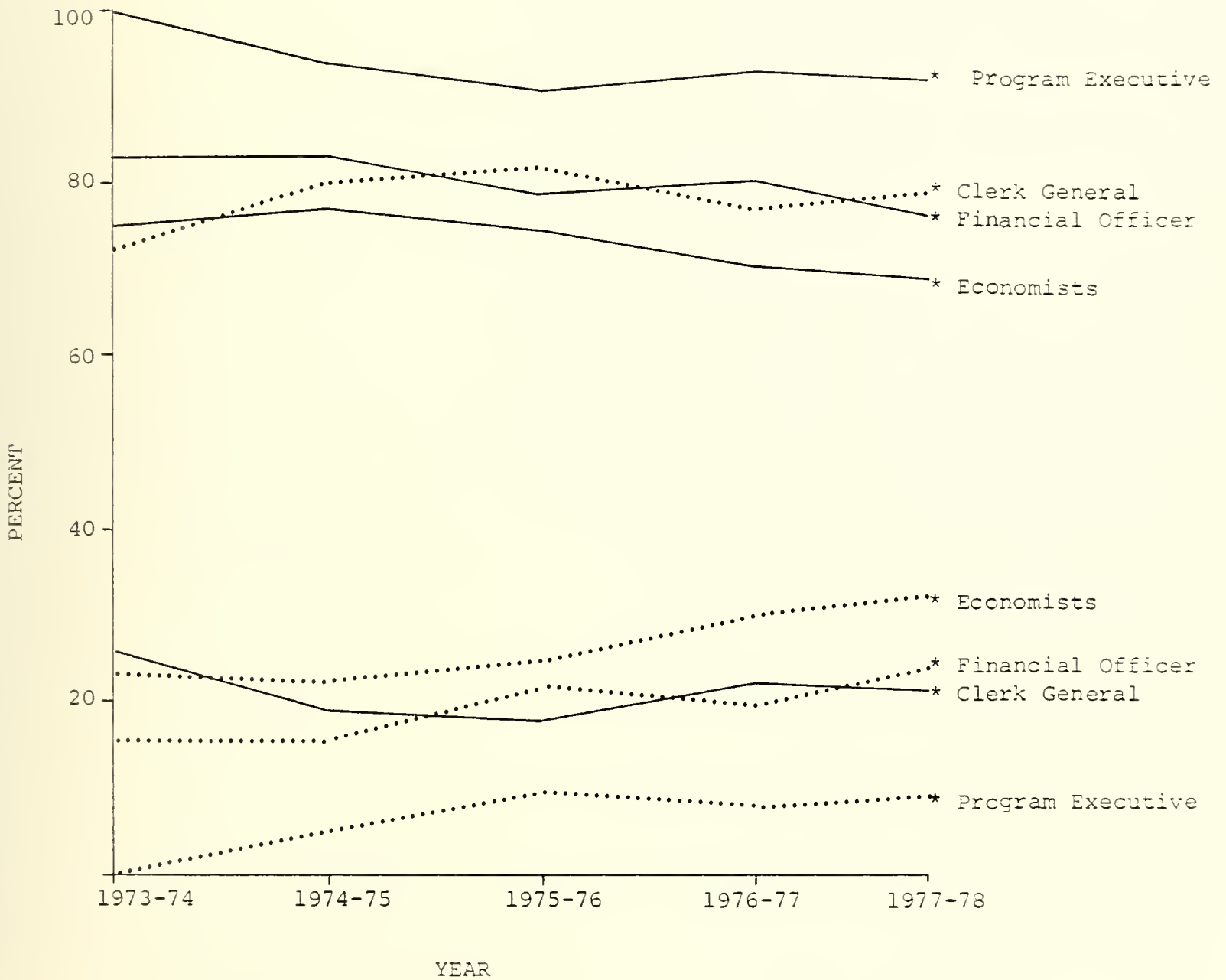




TABLE 3

HIRING

YEAR	% Female	% Male
1973-74	*	*
1974-75	52.8	47.2
1975-76	47.7	52.3
1976-77	65.2	34.8
1977-78	62.0	38.0

\* Not available



3. HIRING

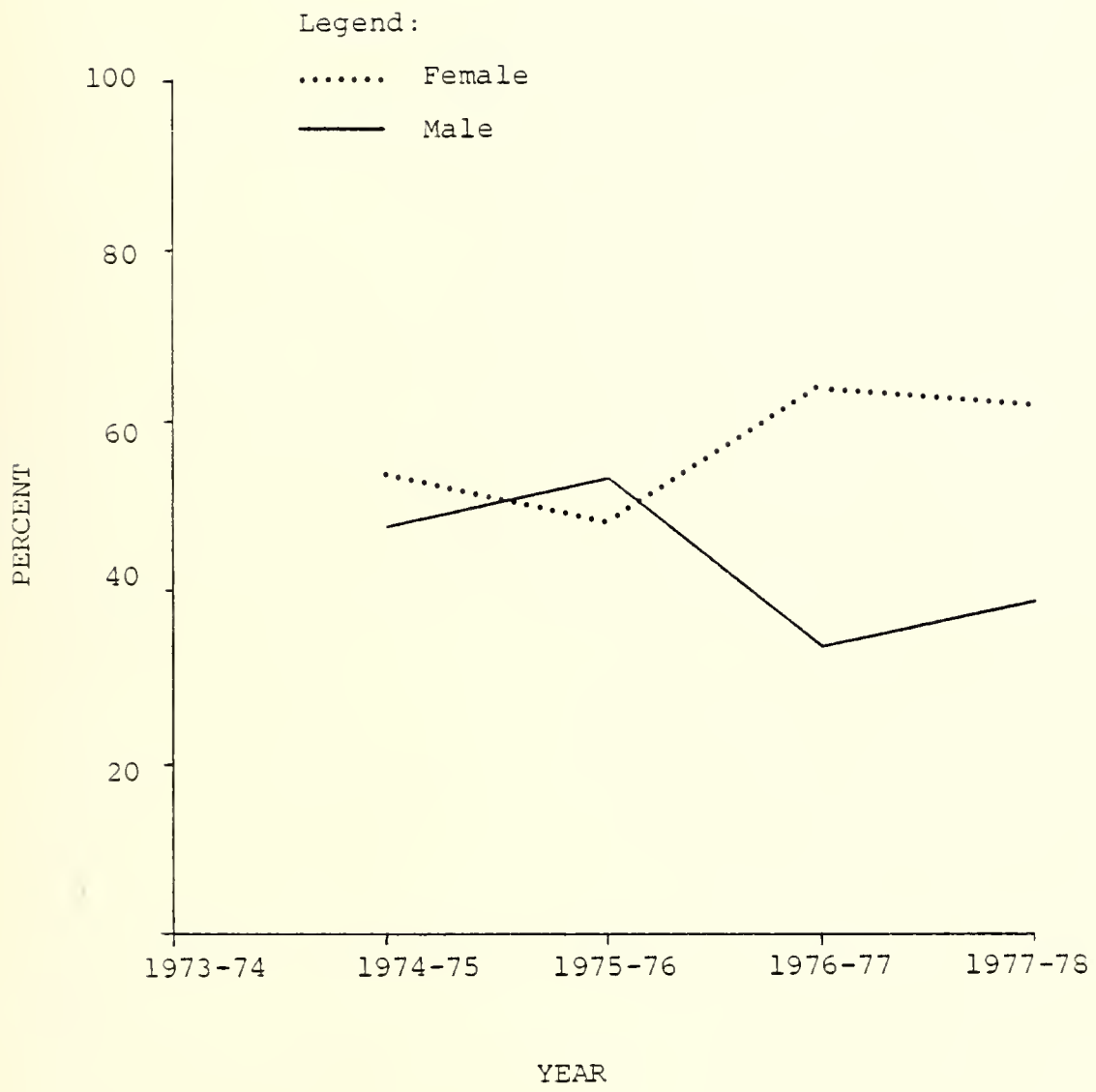






TABLE 4  
PROMOTIONS

YEAR	% Female	% Male
1973-74	*	*
1974-75	44.9	55.1
1975-76	48.1	51.9
1976-77	53.7	46.3
1977-78	55.6	44.4

\*Not available



#### 4. PROMOTIONS

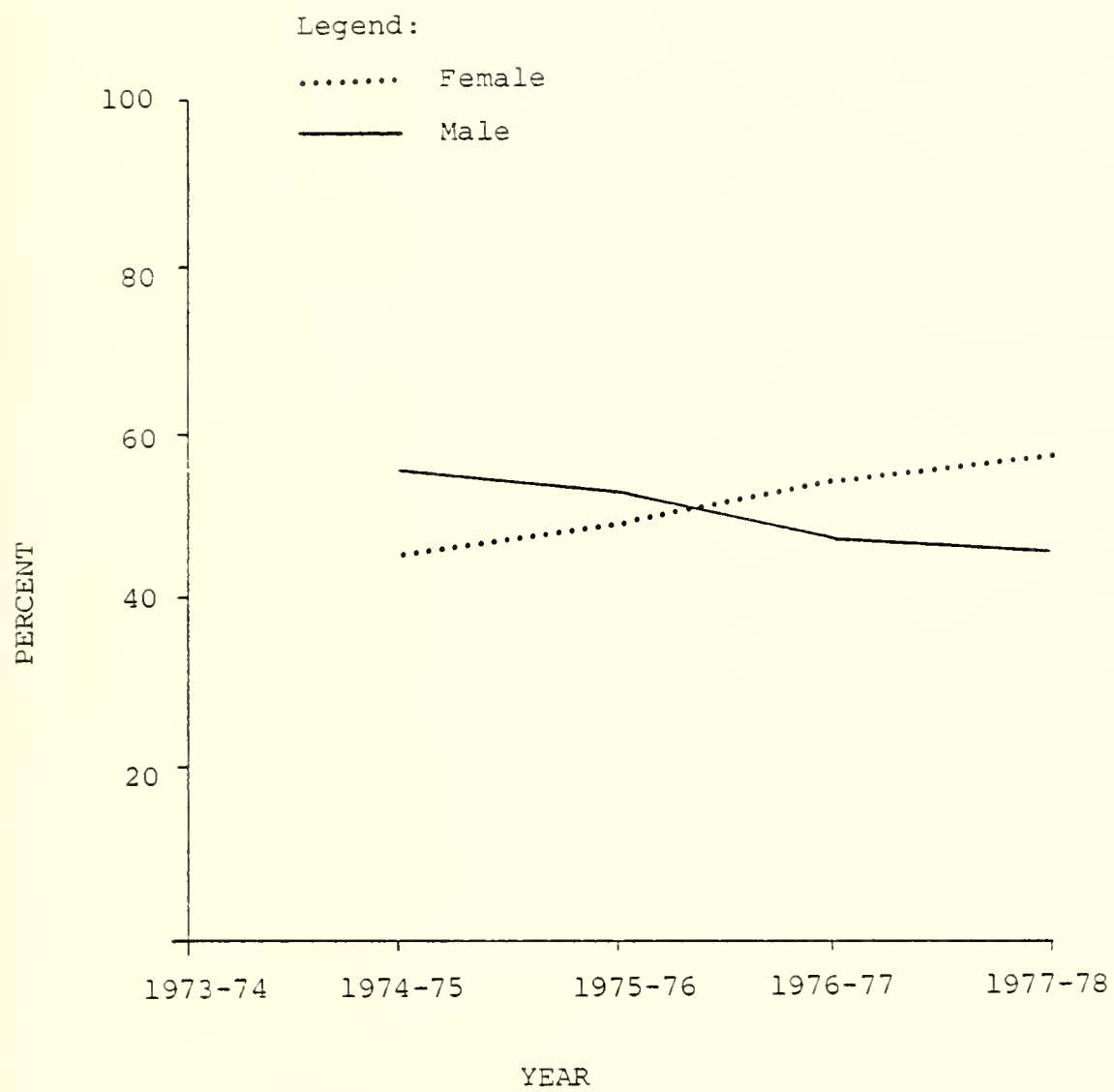




TABLE 5

SALARY DISTRIBUTION

YEAR	\$6,000-\$11,999		\$12,000-\$17,999		\$18,000-\$23,999		\$24,000-\$29,999		\$30,000-\$36,999		\$37,000-\$40,250		MEDIAN SALARY (DOLLARS)	
	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male
1973-74	82.8	23.4	13.1	36.9	3.5	29.9	0.6	8.0	-	1.8	-	-	9,623	16,325
1974-75	69.6	12.2	20.2	29.3	8.1	34.0	1.6	18.4	0.6	6.2	-	-	10,310	19,500
1975-76	66.9	9.5	22.1	29.4	7.3	32.5	3.0	21.3	0.7	7.3	-	-	10,484	20,049
1976-77	46.2	7.5	32.1	16.0	13.1	26.2	6.2	30.4	2.4	16.9	-	3.0	12,710	24,059
1977-78	39.9	8.5	33.7	13.3	14.6	17.7	7.6	28.4	4.2	27.1	-	5.0	13,793	26,266



5. MEDIAN SALARY

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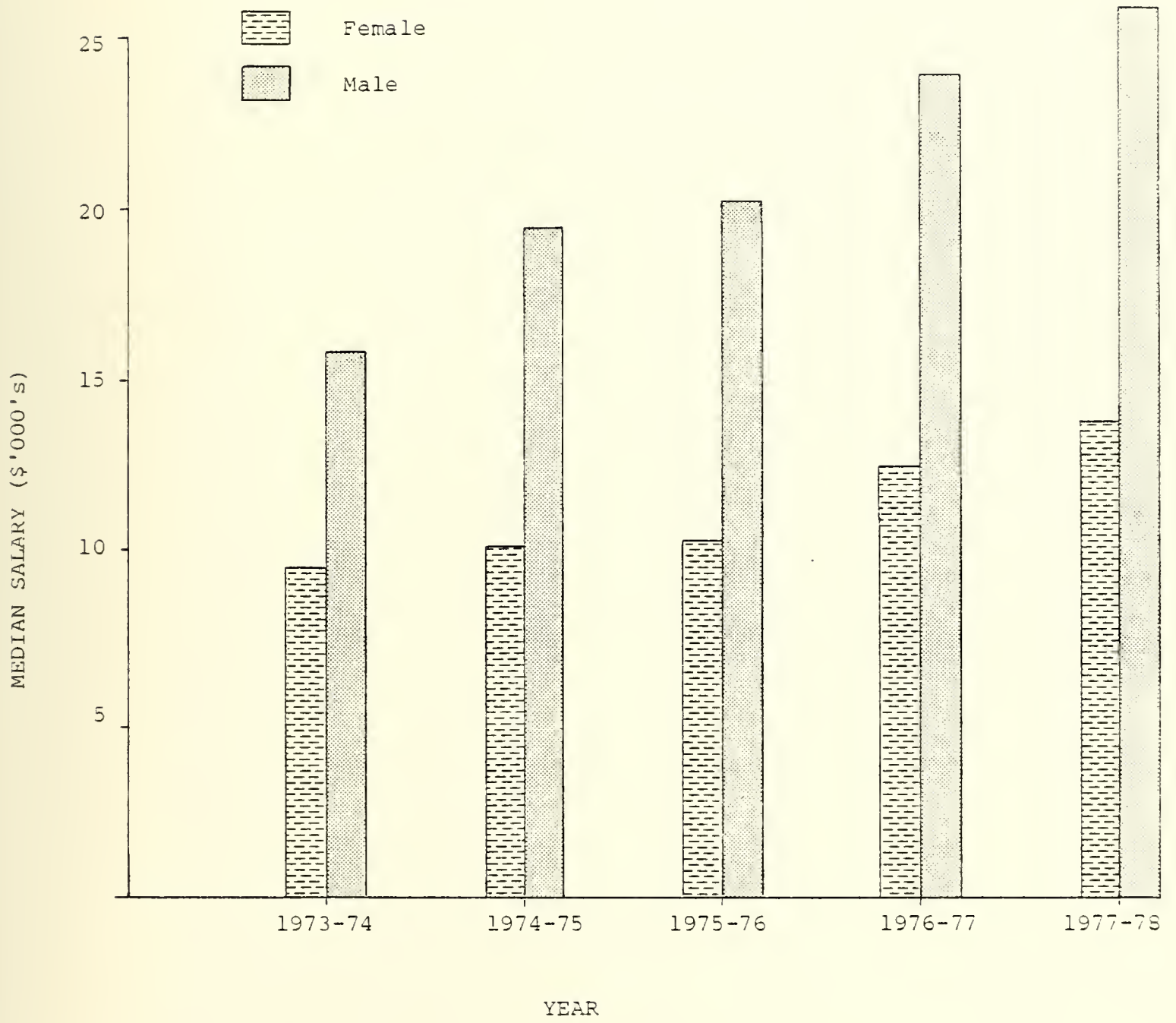
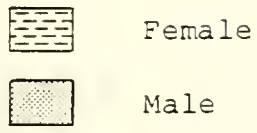






TABLE 6  
STAFF DEVELOPMENT



YEAR	Management/Superv.		Interpersonal Skills		Secretarial/Clerical		Technical/Professional		TOTAL	
	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male
1973-74*										
1974-75	50.9	49.1	66.7	33.3	100.0	-	40.7	59.3	54.0	46.0
1975-76	27.1	72.9	73.2	26.8	100.0	-	54.1	45.9	57.4	42.6
1976-77	50.0	50.0	90.5	9.5	90.0	10.0	40.7	59.3	52.6	47.4
1977-78	38.5	61.5	47.0	53.0	100.0	-	50.7	49.3	48.2	51.8

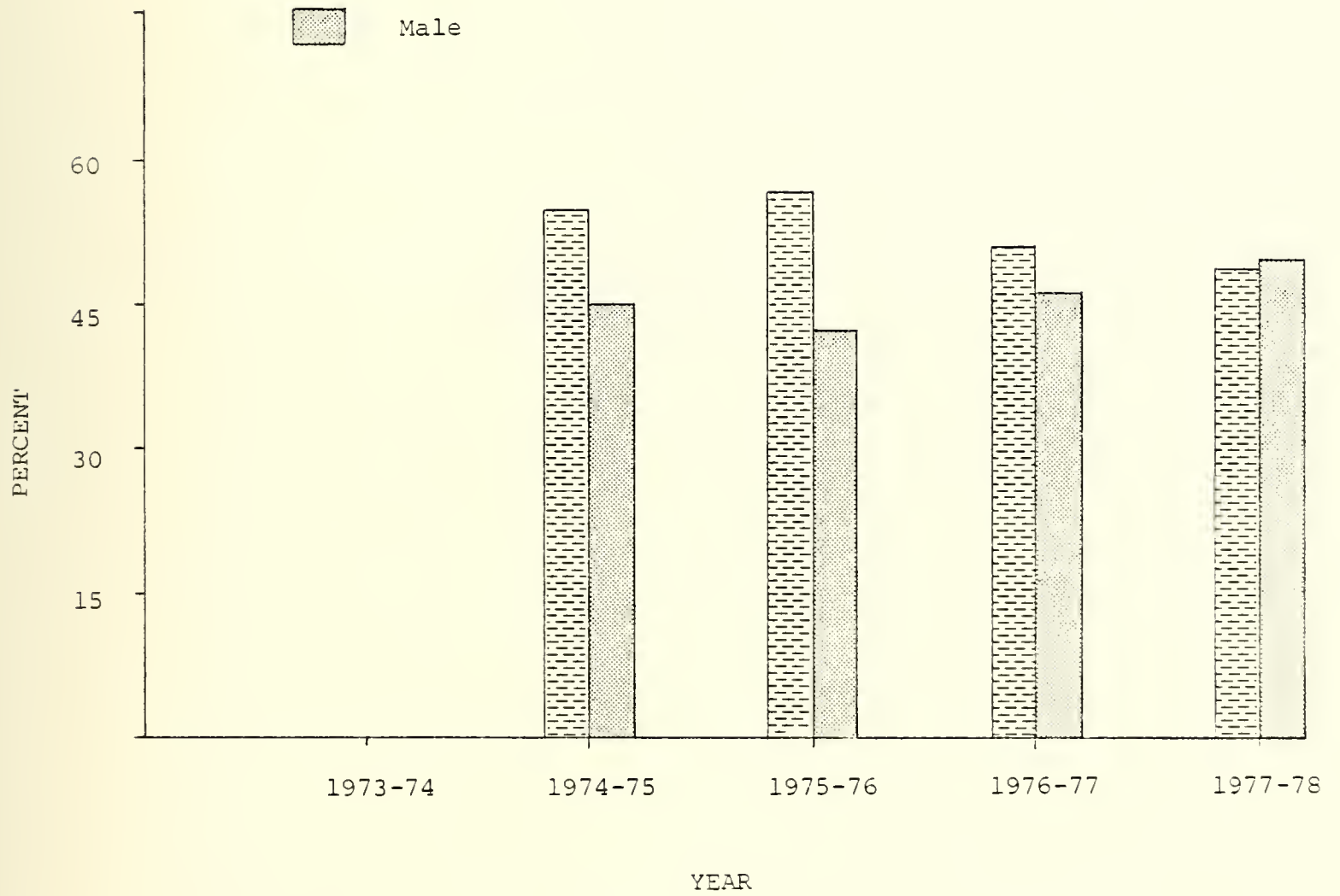
\* Data not available



## 6. STAFF DEVELOPMENT

Legend:

 Female  
 Male





## Appendix



OCCUPATIONAL PATTERN BY LEVEL AND BRANCH - MEN AND WOMEN

Title	Org. Unit	Managerial/Supervisory		Professional/Technical		Secretarial/Clerical	
		M	F	M	F	M	F
Ministry Office							
Management Services Branch	1001	2	3	4	2		20
Manager Administrative Services	1005	3		3	1		3
Manager General Services	1010	1		1	1	1	4
Records & Forms Management	1011	3				9	1
	1012	1		1	1		
Accounts & Office Services Branch							
Manager General Accounts	1007	1				3	
Chief Accountant	1008	1	3			4	6
Personnel Administration Branch	1009	2	2	2		2	3
Library Services Branch	1014	2	3	1	2	1	11
	1016		2		6		3
Internal Audit Services Branch	1018			3	1		1
Office of Ex. Dir. Fiscal Policy Div.	5036		1				2
Taxation & Fiscal Policy Branch	5037	6		19	6		6
Municipal Finance Branch	5038	4	1	13	11		10
Intergovernmental Fin. & Grants Policy Branch	5039	4	1	8	1	1	4
Office of Ex. Dir. Treasury Division	5040						
Financial Info & Accounting Policy Branch	5041	4	2	11		4	1
Finance Management Branch	5042	3		13	1	1	7
Securities Branch	5043			1		3	5
Ex. Dir. Office of Economic Policy	4027	2					10
							1
Economic Policy Branch	4028	6		16	11		5
Economic Analysis Branch	4029	3	2	5	3		5
Economic Development Branch	4048	3	1	17	10		6
Office & Ex. Dir. Office of Intergov. Affairs	4030						1
Fed/Prov. & Intergov. Affairs Secretariat	4031	2		5	3		3
External Activities Co-ordination Secretariat	4033		1	1	3		1
Office of the Exec. Dir. of Local Government	6046						1
Prov. Municipal Affairs Secretariat	6032	1		2	3		2
Local Government Organization Branch	6049	2	2	8	3		4
Advisory Services Branch	6055	1					3
Local Government Operations	6057			1			1
Manager Human Resources Development	6058		1	5			1
Central Ontario Regional Office	6064			8	1		4
Southwestern Ontario Regional Office	6065	6					4
Eastern Ontario Regional Office	6066	4		3			2
Northwestern Ontario Regional Office	6067	1		4	1		4
Subsidies Branch	6068	1		3			2
Office of Ex. Dir. Project Implementation	6070	11	2			3	11
Program Development Secretariat	6054	1		2	2		1
	6025	4		9	1	1	5
Project Development Branch							
Chief Draftsman	6059			2	1		1
Project Manager	6061	1		1			
Executive Director Central Statistical Services	6071			1			
	3020	16	1	7	5	4	13
TOTAL EMPLOYEES*		105	28	186	81	37	177

\*as of March 31, 1977 excluding senior list employees and operational positions





OCCUPATIONAL PATTERN BY LEVEL AND BRANCH - MEN AND WOMEN

Title	Org. Unit	Managerial/Supervisory		Professional/Technical		Secretarial/Clerical	
		M	F	M	F	M	F
Ministry Office	1001	1	3	2			16
Office of Exec. Dir., Admin. Services	1003	1		1			1
Communications Group	1004		1	1			3
Management Services Branch	1005	3		4		1	3
Administrative Services	1010			1		1	4
General Services	1011	3		1		12	1
Records & Forms Management	1012	1		1	1		
Accounts & Office Services Branch	1007	1				4	1
Accounts Branch	1008	3	5	2		6	9
Personnel Administration Branch	1014	2	2	3	2	2	11
Library Services Branch	1015		2		7		2
Internal Audit Services Branch	1018		1	3	1		1
Cartographer Services	1060	1		2	2		
Office of Exec. Dir., Fiscal Policy Division	2036						1
Taxation & Fiscal Policy Branch	2037	7		18	8		7
Municipal Finance Branch	2038	4		13	11	2	13
Intergovernmental Fin. & Grants Policy Branch	2039	4	1	9	1	1	4
Office of Exec. Dir., Treasury Division	2040						1
Financial Info & Accty. Policy Branch	2041	4	3	11	1	4	6
Finance Management Branch	2042	3		13	1	1	6
Securities Branch	2043	1	2	1		2	10
Exec. Dir. Office of Economic Policy	3027						1
Economic Policy Branch	3028	4		12	9		3
Economic Analysis Branch	3029	3	1	9	2		5
Economic Development Branch	3048	6	1	16	12		7
Office of Exec. Dir. Office of Intergov. Affairs	4030						1
Fed./Prov. & Intergov. Affairs Secretariat	4031	3		2	3		3
External Activities Co-ordination Secretariat	4033		1	1	2		2
Office of the Exec. Dir. Local Government	5046						2
Prov. Municipal Affairs Secretariat	5032	1		2	2		3
Local Government Organization Branch	5049	3	2	9	3		6
Municipal Administration Branch	5055	1					4
Local Government Operations	5057			1			1
Manager Human Resources Development	5058		1	5			
Municipal Budgets and Accounts	5063	2		2			1
Central Ontario Regional Office	5064	3		6		1	2
Southwestern Ontario Regional Office	5065	2		4			2
Eastern Ontario Regional Office	5066	4		3			3
Northeastern Ontario Regional Office	5067	1		4	1		3
Northwestern Ontario Regional Office	5068	1		2			1
Subsidies Branch	5070	11	2	2	1	3	11
Exec. Dir. Central Statistical Services	6120	1		1			1
Client Services & Marketing	6121	2			2		1
Statistical Surveys Standards & Methodology	6122	3		8	1	4	5
Data Management	6123	4		1	1		7
Social & Economic Data	6125		2	2	1	1	3
TOTAL EMPLOYEES*		94	30	176	80	43	178

\*as of March 31, 1978 excluding senior list employees and operational positions



## Occupational Group

[illegible]

A. segregated  
(100% M or F)

. Typing, Steno, Secretarial Group	95	--	100.0
. Library Services	11	--	100.0
. Supply Clerk	--	3	--

% of Total Employees	17.5
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B. Sex-Typed "Male"  
(More than 60% M)

GENERAL SERVICES MISCELLANEOUS

• Mail clerk, data entry operator, operator copy machine/addressing/offset/bindery equipment	5	13	27.8
--	---	----	------

% of Total	2.9
<u>Employees</u>	

ADMINISTRATIVE SERVICES

Financial Group - accounting supervisor,  
financial officer, Municipal Services  
Group - supervisor MOA, Management Services  
- MSO, General Administration Group -  
Clerk 6 & 7, executive officer, program  
analysis co-ordinator, program analyst,  
records services officer, records services  
manager, supervisor of operations,  
Economics and Statistics Group - economist,  
statistician

$\frac{2}{3}$  of Total Employees 55.5

PROGRAM EXECUTIVE GROUP	2	27	6.9
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% of Total Employees 4.7

## PLANNING AND DEVELOPMENT GROUP

Community Planner, Parks Planner	1	5	16.7
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% of Total <u>Employees</u>	1.0
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	<u>Occupational Group</u>	<u>No. of Women</u>	<u>No. of Men</u>	<u>% Females</u>	
B. (continued)	SCIENTIFIC AND TECHNICAL SERVICES CATEGORY				
	. draftsman, cartographer	2	4	33.3	% of Total Employees 1.0
C. <u>Sex-Typed "Female"</u> (more than 60% F)	GENERAL SERVICES, GENERAL GROUP				
	. clerk general	75	22	77.3	% of Total Employees 15.6
	MISCELLANEOUS ADMINISTRATIVE SERVICES GROUP				
	. Accommodation officer, purchasing officer, personnel, public relations officer	8	3	72.7	% of Total Employees 1.8



OCCUPATIONAL PATTERN BY CLASSIFICATION - MEN AND WOMEN

	Occupational Group	No. of Women	No. of Men	% Females	
A.	<u>Segregated</u> (100% M or F)				
	. Typing, Steno, Secretarial Group	83	--	100.0	<u>% of Total Employees</u> 16.4
	. Library Services	11	--	100.0	
	. Supply clerk	--	5	--	
	PLANNING AND DEVELOPMENT GROUP				
	. Community planner	--	2	--	<u>% of Total Employees</u> 0.3
B.	<u>Sex-Typed "Male"</u> (more than 60%M)				
	GENERAL SERVICES MISCELLANEOUS				
	. Mail clerk, data entry operator, operator copy machine/addressing/offset/bindery equipment	3	14	17.6	<u>% of Total Employees</u> 2.8
	ADMINISTRATIVE SERVICES				
	. Financial Group - accounting supervisor, financial officer, Municipal Services Group - supervisor MOA, Management Services Group - MSO, General Administration Group - Clerk 6 & 7, executive officer, program analysis co-ordinator, program analyst, records services officer, records services manager, supervisor of operations, Economics and Statistics Group - economist, statistician	94	238	28.3	
	PROGRAM EXECUTIVE GROUP	2	24	7.7	<u>% of Total Employees</u> 4.3





		<u>No. of</u>	<u>No. of</u>	<u>%</u>		
		<u>Women</u>	<u>Men</u>	<u>Females</u>		
C.	<u>Sex-Typed "Female"</u> (more than 60% F)					
	GENERAL SERVICES, GENERAL GROUP	87	24	78.4	% of Total <u>Employees</u>	18.3
	. clerk general, clerk filing					
D.	<u>Integrated</u> (40-60% M or F)					
	MISCELLANEOUS ADMINISTRATIVE SERVICES GROUP				% of Total <u>Employees</u>	1.7
	. Accommodation officer, purchasing officer, personnel, public relations officer	5	5	50.0		
	SCIENTIFIC AND TECHNICAL SERVICES CATEGORY					
	. draftsman, cartographer	2	3	40.0	% of Total <u>Employees</u>	0.8



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Ontario. Ministry of Treasury a  
Indicators of the status of  
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